

University Senate  
**General Assembly**  
Meeting Minutes  
September 18, 2020

**Senators Present:** Minerva Ahumada, Francis Alonzo, Suzanne Bost, Laura Brentner, Anthony Deldin, Jenna Drenten, William Duffy, Eilene Edejer, Sarita Herr, Lee Hood, Ashley Howdeshell, Diane Jokinen, Dan Killelea, Kristin Krueger, Patricia Lee, Steven Todd, Susan Uprichard, Maria Wathen, Bill Adams, Anne Divita Kopacz, Tobyn Friar, Kevin Newman, Ella Doyle, Teresa Fister, Martin Flores, Selam Kahsay, Jacob Palmer, Krislyn Zhorne, Thomas Kelly, Michael Kaufman, Nancy Tuchman, Norberto Grywacz (*ex. officio*), Tavis Jules (*ex. officio*)

**Absent:** Kathleen Steinfels

**Guests:** Emily Barman (Graduate School Dean), Peter Schraeder (College of Arts and Sciences Dean), Annette Steinacker (Director, Masters of Urban Affairs and Public Policy (MUAPP) Program)

**Quorum (31/32):** Voting members present at start of meeting; quorum is **satisfied**.

---

Chairperson Susan Uprichard called public meeting to order at 4:00 PM.

- I. Review of preliminary agenda and call for motions to amend**  
Motion to amend by Sen. Wathen to add discussion of the University Update and Financial Impact: Phase III email sent out by the administration today to the agenda.  
Seconded by Sen. Newman.  
  
Motion passes with 27 voting to amend agenda.
- II. Review of minutes from the April 24, 2020 meeting**  
Motion to approve by Sen. Kelly, seconded by Sen. Heer.  
Vote: 19 approve, 13 abstain.  
Minutes approved.
- III. Executive Council Elections**  
Due to COVID-19 former Executive Council will finish this meeting and new Executive Council will take over the next meeting.

Chair Uprichard explains the positions on the Executive Committee and asks for nominations.



Chair: Susan Uprichard  
Vice Chair: Sarita Heer  
Secretary: Ashley Howdeshell  
Secretary *Pro Tempore*: Anne Divita Kopacz

Nominations were not contested.  
Executive Council elected by unanimous vote.

#### **IV. Standing Committee Chair Elections**

The following senators were all elected as subcommittee chairs by majority vote:

- Academic Affairs and Research: TBD
- Budget and Strategic Planning: Sen. Alonzo
- Diversity: Sen. Krueger
- Faculty Affairs and Staff Affairs: Sen. Hood
- Student Development and Success: Co-chairs Sen. Flores and Sen. Edejer
- Bylaws and Elections: Sen. Lee

#### **V. Proposal to Move Masters of Urban Affairs and Public Policy (MUAPP)**

**Program** – *(Invited guests: Emily Barman (Graduate School Dean), Peter Schraeder (College of Arts and Sciences Dean), and Annette Steinacker (Director, Masters of Urban Affairs and Public Policy (MUAPP) Program))*

Chair Uprichard introduces the review of the movement of the Masters of Urban Affairs and Public Policy Program (MUAPP) from the Graduate School to the Department of Political Sciences. The rainbow chart must be followed for such a movement and line 39 states that this proposal must be reviewed by University Senate. Deans Barman and Schraeder will present their rationale for the movement.

Dean Barman: The Masters of Urban Affairs and Public Policy is a graduate program that offers two professional degree programs, a Masters of Public Policy and a Masters of Urban Affairs. These programs are funded by the Graduate School and provides stipends and scholarships for students. Stipends for the Director and course releases for the MUAPP are also funded by the Graduate School. The program admitted 5 students this fall.

The move of the program had started with the previous Dean of the Graduate School, Dean Fr. Tom Regan, SJ and had been approved by the Provost. The MUAPP has a Director, Dr. Annette Steinacker, whose is a tenured faculty member in the Department of Political Science. Currently, Dr. Steinacker reports to the Dean of the Graduate School, an anomaly amongst the over 60 other graduate programs where the directors report to the chair of their departments. The move of the MUAPP would be to bring it in alignment with all other graduate programs and have the Director report to their chair in the



Department of Political Science. All of the funding policies will hold and Dr. Steinacker will continue to be the Director of the MUAPP after the program is moved.

Dean Schraeder: Currently, I am the new Dean of the College of Arts and Sciences, but prior I was the chair of the Department of Political Science for 8 years. Dean Regan, SJ had discussed the move of the program previously with me and Director Steinacker. This move had been discussed at various meetings for about two years and implementation began once Dr. Barman and I became Deans.

Dean Barman: This proposal was approved by Provost Norberto Grywacz and believing we had fulfilled the correct process, we composed an email to Director Steinacker about the program move. This is when we were informed of the rainbow chart and how this proposal must be reviewed by University Senate and Faculty Council in order to progress.

Dean Schraeder: In fixing the anomaly of the MUAPP reporting structure, which is different from all other Graduate School programs, I would like to explain why the Department of Political Science make the most sense as a home for the program. There are four key reasons, one being that Dr. Steinacker's tenured appointment is in the Department of Political Science. Dr. Steinacker teaches classes in the department and performs service for the department such as serving on search committees. Her appointment also stipulated that she would be the Director of MUAPP and develop the program in synergy with the Department of Political Science.

The second rational is disciplinary, as MUAPP has two keys areas of specialization public policy and urban affairs. These areas of specialization are also prominent in the field of political science. While it is true that public policy programs include elements from a wide array of disciplines, many of the professor teaching in the program come from a political science background.

The third rational would be that changing the reporting structure of the program would allow for courses that overlap to sit both political science students and students in the MUAPP, which would be a cost savings for the university. There are several courses that have enough overlap that could be of interest to both political science and MUAPP students. This would also mean that these students would be taught by tenured or tenure-track faculty.

The fourth rational would be there are a large number of faculty in the Department of Political Science who are connected to various aspects of public policy and they teach a variety of course that could potentially be included in the MUAPP.



It is our intention that the program is strengthened by the move and that Prof. Steinacker would remain the Director and maintain current funding. This move would correct a reporting anomaly and hopefully benefit our students in both Political Science and MUAPP.

Chair Uprichard: Thank you, Dean Barman and Dean Schraeder. Director Annette Steinacker has also requested to speak to the move of the program.

Director Steinacker: Thank you for giving time to talk about this decision. I would like to say that the first I heard of this move was when I received the email from Dean Barman and Dean Schraeder and while it has been stated that this move has been in talks for years, I would like to correct the history you've just heard. The Department of Political Science attempted to take over the program six years ago with Sam Attoh (former Graduate School Dean) but that was stopped, and Dean Regan, SJ attempted to move the program three years ago, which was also stopped. I was under the impression that once a new Dean of the Graduate School was seated there would be discussion about where to place this very interdisciplinary program and was surprised to hear of the move without that discussion.

There are several reasons why I do not support this move and one is that this program is highly interdisciplinary. The interdisciplinary nature of the program is by design and was created with the intention of drawing from classes across multiple schools. The search committee that hired me represented faculty from economics, sociology, history and political science meaning that by the theory of the proposed move this program could be housed in any one of those departments.

The interdisciplinary nature of MUAPP can be seen in the newly restructured Masters of Urban Affairs which now requires courses in sociology. The program also offers a dual degree with the School of Law and four-plus-one degree with IES. The dual degree with the School of Law has the highest number of enrollments of any of the dual degree programs.

The instructions I received about the move of the program would mean more integration with the Department of Political Science, thus removing that interdisciplinary nature of the program that drives so many applicants. The students in the program have indicated they are not interested in taking more political science classes and the appeal of the program was the ability to take electives in many different departments. Over the years we have built strong connections with eight different schools in terms of dual degrees and classes offered, which are also taught by full-time tenured faculty.

Another point is that other Masters of Public Policy programs in other schools are housed in a variety of ways. Several are in their own independent schools or



colleges and others are their own departments. It is a very small number of these programs that are housed in other academic departments.

The other point I would make is that MUAPP is significantly larger than the Department of Political Science and is a relatively large program within the Graduate School. It is the fourth largest program in the Graduate School.

Chair Uprichard: My apologies, but I do want to open the floor to questions from the Senators to ask question about this proposal.

Director Steinacker: I will say just one more thing, the Graduate School will be assessing all of its Masters programs, their funding, their curriculum, and viability. This move could wait until that assessment is completed and to see where is the best fit for this program.

Dean Barman: While we will be evaluating our Masters programs in the upcoming year as we look at our graduation education program, I cannot in good faith evaluate this program when MUAPP reports to me and the other do not. I think it would undermine the type of assessment that could take place.

Director Steinacker: It would not make sense to move the program and then assess where it should be.

Chair Uprichard: Why was it in the Graduate School to begin with and what was the rational to begin with and what has changed?

Director Steinacker: The original rational was that it was interdisciplinary, and the original expectation was that the Director would work with other programs and other schools. I would say that nothing has changed since that original decision and we need to have a larger discussion about graduate level interdisciplinary programs.

Dean Schraeder: To address the interdisciplinary aspect, originally the Director was supposed to report to the Political Science Chair, when Dean Frank Fennell agreed to that arrangement. This did not occur as Dean Sam Attoh preferred to keep the program separate, but it has been an ongoing discussion about the reporting structure. I appreciate all of the work Director Steinacker has done to develop the interdisciplinary nature of the program but that is not an impediment because all of our other interdisciplinary programs have an academic home. An example I will provide is the new Masters in International Affairs which will bring together students and faculty from five different schools and eight different departments, but its home is the Department of Political Science.

Provost Norberto: The university is changing and wants to become a more interdisciplinary institution. We have interdisciplinary programs that are



working across many schools and those programs are not in the Graduate School. I think having an intellectual home for the program is a good thing and no barriers would exist for MUAPP to create interdisciplinary collaborations. The IES is an example of a school that has launched many interdisciplinary programs across many schools and the programs are still in the IES.

Sen. Bost: I am a professor in the Department of English, but I was also the Director of the Women Studies and Gender Studies Program for six years. I really think this issue speaks to the place of interdisciplinary graduate education. That program reported to small group of NTT faculty. I think we need to have a viable place for interdisciplinary programs to remain interdisciplinary. We have our own methods and our own appeal to students. These programs need to be housed in a secure place and that is not necessarily the departments. The argument was that moving MUAPP to Political Science would create an efficiency rather than preserving academic vitality is also not reassuring. We need to create a place where interdisciplinary programs and students can find support. One issue with these programs is that they cannot hire their own tenure track faculty, but yet we've still created good programs. And now when we are talking about increasing the interdisciplinary nature of the university it is the wrong time to move MUAPP to an academic department.

Director Steinacker: I wanted to convey that I do not object to moving the program out of the Graduate School, but what I was looking for was a much more robust conversation. The arbitrary nature of moving it to political science is just because the director is in political science, but it could have easily been a director from the economics. There might be other homes that are better suited for the program other than where the director has an academic appointment. I would also like to point out that the Digital Humanities Program is equally anomalous as it resides in a center not a department and they have had directors from English and from History but the program did not move based on the director. But all I am asking is for a discussion.

Chair Uprichard: The Senate will now vote on whether or not we support the proposal. We do not have veto power or a say in what happens, but only if we support the proposal or not. This is a place for review.

Vote: After the review, do you support the move of MUAPP?

Supportive: 5

Not Supportive: 18

Abstain: 5

Chair Uprichard: The Senate does not support the proposal and hopefully there will be more discussion, but this is the limit of the Senate's power. I want to thank Dean Barman, Dean Schraeder, and Director Steinacker for presenting and hopefully there will be more discussion.



Sen. Jules: I have a question. What happens now that the Senate is not supportive even though we only have a reviewing role?

Chair Uprichard: My next step was to make some inquiries about that as this is the first time this has happened in Senate that I am aware of. I'm unsure of the policies going forward.

Sen. Jules: I do not know the next steps either, but it is logical to think this proposal would go back down the chain and come back again for approval. Can the proposal go to the next step?

Sen. Kelly: I do not think that is the case. This is just a review process, a place for input for the ultimate approval.

Chair Uprichard: That was my feeling. We will give the notes of this discussion to Norberto for his final approval.

Provost Norberto: Yes. I will take the input from both sides and make decision based on those inputs. You will send me the not only the vote but the minutes, correct? I need to see all the arguments.

Chair Uprichard: Yes that is correct.

## VI. Summer Updates

Chair Uprichard will give updates.

### i. Faculty Advisory Committee (FAC)

President and Provost created Faculty Advisory Committee in June to get more faculty input on the decisions moving through the Management, Policy and Command section of the Emergency Response Plan structure. Chair Uprichard and Faculty Council Chair Tavis Jules are representatives on the Faculty Advisory Committee.

Charge of the FAC is to meet regularly (weekly) to discuss issues related to our response to the COVID-19 crisis and:

- For us to report the emerging issues to you
- For us to exchange ideas on possible solutions to these issues

Decisions from the Management, Policy and Command section are brought to the FAC for input and exchange ideas on solutions. This channel of communication is meant to share the decisions on teaching, virus mitigation, and finances and receive feedback on those decisions. Please submit any thoughts or opinions relating to the decisions of the Management, Policy and Command section to Chair Uprichard.



Chair Uprichard will report back to the Senate with a proposal of how to best communicate the information shared at the Faculty Advisory Committee with the Senators.

**ii. Benefits Advisory Committee (BAC)**

A quick update on the Benefits Advisory Committee (BAC). Committee appointments from all shared governance bodies have been made. The University Senate has two appointees. The committee has not met yet due to the pandemic, but hopefully they will meet soon.

**iii. Tobacco-Free Campus Status**

This resolution came from the undergraduate students to the Senate. When this issue was brought to Senate in the March 2020 meeting, only the undergraduate population had been surveyed and we did not know how the rest of the campus population felt about the issue. A survey was to be sent to the graduate students, faculty, and staff but then the pandemic happened. University Marketing and Communication, who would send out the survey, and the Provost asked that the survey be postponed while the university was dealing with the urgent matter of the pandemic. The survey has now been given the green light to proceed.

**VII. Finance Update**

Chair Uprichard asks that Senators send questions to her regarding the university's finances that she will then pass on to Wayne Magdziarz who will present at the October meeting.

**VIII. Update: Diversity and Inclusion**

Chair Uprichard states that this issue will need more time to be addressed especially given the recent developments of race and inclusion that have come up over the summer.

**i. Shared Governance Committee to Address Issue of Systemic Racism and Collaborate on Statement**

This emerged from Faculty Council and they reached out to the other shared governance bodies if we would like to collaborate on a statement. Chair Uprichard gives the floor to Senator and Chair of Faculty Council, Tavis Jules.

Sen. Jules: The group is working to create a statement that will move the conversation forward on how to create an anti-racist university and what that would look like. This is a heavy task and they continue to work on the statement. Please send any suggestions you have to the Senate representatives, Sen. Krueger and former Sen. Singer.



Chair Uprichard: I will ask if former Sen. Singer would like to continue or if we should name a replacement since he is no longer on Senate.

Sen. Jules: While we do not know what the statement will include, I would like it to move the conversation forward on how to deal with issues we face such as campus police and their interactions with students, how do we fund and underfund minority groups on campus, and the concessions the Black students are calling for as they are protesting. We do not want it to be another non-active statement, we want it to start a serious conversation about if we are living up to our Jesuit values and how to we create an anti-racist university. My hope is by the October or at the latest the November meeting, we can bring the statement to the Senate and determine how to move forward with it.

**ii. Executive Council for Diversity and Inclusion**

Winfred Williams, Vice President of Human Resources and Chief Diversity Officer, asked the Senate to send a representative for the Executive Council for Diversity and Inclusion. Sen. Bost was the first Senator to volunteer and put forth a very strong rationale for why she would be well-suited for this job. Sen. Bost will be the Senate representative and we will be asking her to bring information back from that group to the Senate and our Diversity Committee.

**iii. Meeting with Students**

Chair Uprichard: Several students have reached out to me and to Sen. Jules to meet with them on these issues of diversity and inclusion. We are hoping to have a forum of some sort, not necessarily a Senate meeting, where we can hear from the students. Meeting with the students will help us know where the students stand and what they want to see going forward and this could help the Shared Governance Committee as well. Please send me any comments/suggestion about this forum.

Sen. Flores: There is legislation coming from the Student Government that could work in tandem with the Senate's efforts. It would be my preference that the Senate issue a resolution on this. I also wanted to express my disappointment that this conversation comes last and we did not get to give this issue ample time.

Chair Uprichard: Martin your disappointment is noted and this issue will be discussed again.

**IX. Discussion: University Update and Financial Impact: Phase III Email**

Sen. Newman: Though this email just came out, it is important to get some details as several staff, especially from my department, may already be



furloughed before the next Senate meeting. And I have questions about that process.

Chair Uprichard: Could Provost Norberto offer some clarity on the issue?

Provost Norberto: The process is decided by units to be as fair as possible. We have a significant budget shortfall to bridge. There is a process to identify the people who cannot work their entire full-time hours due to the pandemic operations. Process done unit by unit. I think a good approach would be for each of you to contact your unit head about their decisions.

Sen. Kelly: The units have been asked to come up with scenarios to bridge the budget gap. We heard from the campus community through the surveys that furloughs and reductions in force were the least preferred option. Unfortunately, after the tenth-of-term numbers we now have a better picture of what our academic year will look like and what we need to do to address our finances. We have to deal with the issue that some campus operations do have a reasonable date for return due to the pandemic such as the residence halls that have only 120 beds of the 4,500 occupied.

Provost Norberto: This was hard work and Wayne Magdziarz is very open about discussing the rationale for the decisions. I would recommend the Senate invite Wayne to explain these decisions. It is a good moment to ask him questions.

Sen Hood: What are you thinking in terms of timeframe for these decisions?

Sen Kelly: The email stated decisions would be made by the end of September.

Provost Norberto: These cuts are intended to be temporary, until June 30, 2021. That is the intention.

Chair Uprichard: To clarify these people are those who cannot do their work from home or their job isn't required due to the lack of students on campus? These are not people who could be redeployed in some way, correct?

Provost Norberto: That is correct. Redeployment is a tool we are using, and several people have been redeployed. The intention is to look for those people who cannot work at 100%.

Sen. Kelly: Chair Uprichard, I would say your question is a both and answer. There are jobs today that we do not think will be viable six months from now. At the moment we are spending more than we are taking in and we have to closely look at all expenditures. It is the difficult reality of this moment.

Chair Uprichard: It has been brought up in other meetings to perhaps approach this in a more equitable way with partial furloughs and pay cuts. Is



this being considered and is the difficulty of this taking those options off the table?

Provost Norberto: Legality is the factor not the difficulty. The nature of faculty contracts means the university cannot cut pay.

Sen. Kelly: Just to clarify, a furlough is an unpaid leave usually in 60-180 day increments, but medical insurance is still paid for and they are eligible for unemployment. A reduction in force is the elimination of the positions and entitles the person to severance and six months of benefits. Also partial furloughs are a mechanism if you are a public employee, but we are a private institution.

Sen. Newman: I just want those who are not on the campus to know that there is a feeling of dread amongst the staff that are here. I think people over the summer anticipated the furloughs, but not necessarily the reductions in force. I do have a question about those receiving a reduction in force that if a position comes available at Loyola within a year they would be allowed to return and at their seniority rate, is that correct? And is that year time period being considered up for change given the situation we are now in?

Sen Kelly: That is correct and applies to furloughed employees as well. We will need ask HR about that one-year policy as I'm sure when this was written a global pandemic was not being considered as a factor.

Chair Uprichard: Thank you everyone and we continue thinking about these conversations.

**Meeting adjourned at 6:30 PM.**

*Respectfully Submitted AEH 9/21/20*

### **Senate Meeting Schedule for Academic Year 2020-2021**

- **University Senate Schedule:**

|                           |                        |                 |
|---------------------------|------------------------|-----------------|
| <del>○ September 18</del> | <del>3:00-5:30pm</del> | <del>Zoom</del> |
| ○ October 16              | 3:00-5:00pm            | Zoom            |
| ○ November 20             | 3:00-5:00pm            | Zoom            |
| ○ January 15              | 3:00-5:00pm            | TBD             |
| ○ February 12             | 3:00-5:00pm            | TBD             |
| ○ March 19                | 3:00-5:00pm            | TBD             |
| ○ April 23                | 3:00-5:00pm            | TBD             |



- **Executive Committee Schedule:**

|                          |                        |                 |
|--------------------------|------------------------|-----------------|
| <del>○ September 8</del> | <del>3:00-5:00pm</del> | <del>Zoom</del> |
| ○ October 5              | 3:00-5:00pm            | Zoom            |
| ○ November 6             | 3:00-5:00pm            | Zoom            |
| ○ January 4              | 3:00-5:00pm            | TBD             |
| ○ January 29             | 3:00-5:00pm            | TBD             |
| ○ March 5                | 3:00-5:00pm            | TBD             |
| ○ April 9                | 3:00-5:00pm            | TBD             |